STATE OF MISSOURI
Center FOR MANAGEMENT AND Professional Development

Compliance Testing Pilot Project
Overview:

The Center for Management and Professional Development is currently exploring potential vendors who can provide online compliance training for supervisors and managers – and employees as/when required. The online training program when implemented will likely include segments on **appropriate workplace behaviors, business ethics, workplace diversity, sexual harassment and issues of hostile work environments.** The program will be accessed by individual employees from their own work computers and include testing features to ensure application and comprehension of content. A reporting mechanism will also be included to track completion of the training and to provide documentation of compliance testing to user agencies.

Anticipated Learning:

- ☐ Define **Diversity** and its implications in the workforce
- ☐ Discuss **Federal Laws Preventing Job Discrimination**
- ☐ Describe how changing **U.S. Demographics** may affect the workforce
- ☐ Describe the **Civil Rights Act of 1964** and its effect on the workforce
- ☐ Define **Title VII of the Civil Rights Act** and the impact it has on gender
- ☐ Define **Affirmative Action** and what it means for federally funded organizations
- ☐ Define **Stereotypes** and the implications it has on the workforce
- ☐ Define **Inclusiveness** and its importance to the concept of Workforce Diversity

- ☐ What does **EEOC** stand for and do
- ☐ Define **Sexual Harassment**
- ☐ **Define EEOC Guidelines** on Sexual harassment under **Title VII**
- ☐ Recognize what creates a **Hostile Work Environment**
- ☐ Recognize situations considered a **Reasonable Person Standard**
- ☐ Recognize situations considered **Sexual Harassment**
- ☐ Know what managers/employees should do to **Prevent Sexual Harassment** in the Workplace

…and likely a few more areas

The format would also include a series of **Case Studies** or **Questions** to resolve using the knowledge obtained by working through the learning modules

Contact Allan Forbis for more information.

Center for Management and Professional Development
Division of Personnel
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